

27 January 2001

Tom McCarthy  
National Labor Relations Board  
1099 14th Street NW, Suite 5530  
Washington, DC 20570

Dear Tom:

It was good talking with you yesterday. Thanks for the update on your investigation.

Enclosed is the document that I promised to send. It is an e-mail message from American Institute of Physics Executive Director and Chief Executive Officer Marc H. Brodsky to University of California, Berkeley, professor Frederick M. Dolan, concerning my dismissal.

To my knowledge, this is the first time Brodsky has responded to someone protesting my firing. This may be because of the writer's status as a professor at the University of California, Berkeley.

As you will see, rather than denying that AIP fired me for the workplace activism and advocacy cited by Dolan, Brodsky says the company considered "not just" that.

Best wishes,

A handwritten signature in black ink that reads "Jeff Schmidt". The signature is written in a cursive, flowing style.

Enc.: 23 Jan. 2001 message from Brodsky,  
containing 22 Jan. 2001 message  
from Dolan.

Date: Tue, 23 Jan 2001 19:38:43 -0500  
From: "Marc Brodsky" <brodsky@aip.org>  
To: <fmdolan@socrates.Berkeley.EDU>  
Subject: Re: Jeff Schmidt

Dear Prof Dolan,

I appreciate the thoughtfulness of your email. I must say, I agree most with what you say in you opening paragraph.

Unfortunately employers are more constrained than most in their ability to comment about an individual employee and any reasons for termination. For the most part I feel that is good because it protects individual privacy. You will have to deal with the publicly available facts and deduce your own conclusions. However, I believe AIP acted after careful considerations of many facts and not just the ones you cited.

Sincerely,

Marc Brodsky

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"Frederick M. Dolan" <fmdolan@socrates.Berkeley.EDU>  
1/22/01 11:38:37 PM

To Marc Brodsky, via email  
Executive Director  
American Institute of Physics  
One Physics Ellipse  
College Park, Maryland 20740

Dear Dr. Brodsky:

Ordinarily, I would never think of intervening in cases involving hiring and firing in organizations with which I am unfamiliar. I appreciate the complexity of such decisions and understand that they can be difficult for outsiders to understand.

In the matter of Jeff Schmidt's dismissal from his position at Physics Today, I feel that I must protest. I have known Jeff for almost 25 years, and know him to be a man whose integrity and skill are simply above reproach. Whatever suggestions he may have had for Physics Today were, I am certain, well worth considering. While the American Institute of Physics may not appreciate the perspectives he brings to bear on its operations, you

surely must know that issues such as diversity, staff participation, and the like, are not going to go away. To suggest that taking some time on one's job to work on a book (if that is indeed what Jeff did) is a firing offense is, to put it crudely, Neanderthal. I should think, on the contrary, that Physics Today would be eager to take credit for nurturing the author of an excellent and incisive inquiry into the state of the discipline.

The concerns Jeff articulates are part of American life; they are here to stay. Firing Jeff, under the circumstances, is all too transparent an act, and is not likely to wash, anywhere, with anyone.

Sincerely yours,

Frederick M. Dolan

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